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AGREEMENT

THIS BOOK DOES
NOT CIRCULATE

Between THE BOARD OF EDUCATION OF THE BOROUGH OF CARLSTADT
and THE CARLSTADT SCHOOL CUSTODIANS ASSOCIATION.

Dated 3/17/71

71-73

This agreement entered into this 17th day of March, 1971
by and between the Board of Education of the Borough of Carlstadt, Bergen
County, New Jersey, hereinafter called the "Board" and the Carlstadt
School Custodians Association, hereinafter called the "Association".

In consideration of the following mutual covenants, it is hereby
agreed as follows:

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Carlstadt Custodians Association
as the exclusive representative for collective negotiations concerning
the terms and conditions of employment for all custodial personnel employed
by the Board.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations over
a successor Agreement in accordance with Chapter 303, Public Laws of 1968,
and in good-faith endeavor to reach agreement on all matters concerning
the terms and conditions of custodians' employment as authorized in said
law. When final agreement is reached, it shall apply to all custodians,
be reduced to writing, ratified and adopted by both parties, and signed by
authorized representatives of both parties.

B. During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter-proposals. The Board shall make available to the Association for inspection all pertinent public records, data, and information of the Carlstadt School District. The Association, likewise, shall make available to the Board for inspection all pertinent public records, data, and information of the Association.

C. Neither party in any negotiations shall have any control over the selection of the negotiation representatives of the other party. Both parties must be empowered to consider proposals and to make counter-proposals during negotiations. However, final agreement must be ratified and adopted by both parties before signing of written agreement.

D. The Association and the Board negotiating units shall schedule meetings at the convenience of both parties for the purpose of negotiating said agreement. Each party shall submit to the other, no later than 48 hours prior to the meeting, proposals and/or counter-proposals covering matters on the agenda for the meeting. Before concluding each meeting, an agenda shall be established for the following meeting.

E. All terms of the Agreement shall be applicable during the term of the Agreement unless either party feels there is reason to re-open negotiations. Re-opening of negotiations must be agreed upon by both parties in writing.

F. The Board agrees not to negotiate with any other organization representing custodians other than the Association for the duration of this agreement.

G. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing signed by authorized representatives of both parties.

H. A secretary mutually agreed upon by both parties will be present at all negotiation meetings between the Board and the Association to take minutes.

ARTICLE IV

SALARY GUIDE

<u>Step</u>	<u>Salary</u>
1	\$7,100.00
2	7,400.00
3	7,700.00
4	8,000.00

The above guide is for all hours worked during a normal school week, with additional time and one-half paid over eight hours per day. A normal school week to be considered as forty hours.

ARTICLE V

HOSPITALIZATION INSURANCE PLAN

All members of the Association will receive 100% paid family plan insurance coverage in the Public and School Employees Health Benefits Program.

ARTICLE VI

VACATIONS

Members of the Association will receive vacations as follows:

1 through 8 years of service - 2 weeks

9 through 15 years of service - 3 weeks

Over 15 years of service - 4 weeks

ARTICLE VII

PAID HOLIDAYS

All members of the Association will receive the following paid holidays:

July 4th	Christmas Day
Labor Day	New Year's Eve
Veterans' Day	New Year's Day
Thanksgiving Day	Washington's Birthday
Day after Thanksgiving Day	Good Friday
Christmas Eve	Memorial Day
	One floating holiday

Any changes must have Board of Education approval. The above holidays are subject to change and must be in accordance with the school calendar.

ARTICLE VIII

ACCUMULATIVE SICK LEAVE

All members shall receive accumulated sick leave in accordance with New Jersey Statutes, Title 18A, and the following non-accumulative personal days per year:

1. Up to three (3) days for leave because of death in immediate family (father, mother, sister, brother, spouse, child, or any member of the immediate household).
2. One (1) day for death of other relative.
3. Up to three (3) days for other emergencies of a personal nature.

Application to the Superintendent shall be made one week prior to leave, except in the case of an emergency, and shall require a brief statement of reason for leave. The Board's approval is required.

ARTICLE IX

CLOTHING ALLOWANCE

The Board will allow up to \$60.00 annually for the purchase of uniforms. The members will purchase uniforms when needed and present the bill to the Board Secretary for payment.

ARTICLE X

DURATION OF AGREEMENT

This Agreement shall be effective for a term of two (2) years, commencing on the first day of July, 1971.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective presidents, and attested by their respective secretaries, all on the day and year first above written.

THE CARLSTADT BOARD OF EDUCATION

BY:

(signed) Walter A. Siri

President

ATTEST:

(signed) Albin A. Jordan

Secretary

THE CARLSTADT SCHOOL CUSTODIANS ASSOCIATION

BY:

(signed) Louis Albergate

President

ATTEST:

(signed) Albert Cosentino

Secretary